

REASON FOR THIS POSITION										POSITION DESCRIPTION COVER SHEET	
1. NEW <input type="checkbox"/>		2. IDENTICAL ADDITION TO THE ESTABLISHED PD NUMBER <input type="checkbox"/> <b>NHQSTC1415</b>				3. REPLACES PD NUMBER					
<b>RECOMMENDED</b>											
4. TITLE <b>STATE CONSERVATIONIST</b>								5. PAY PLAN <b>GS</b>		6. SERIES <b>301</b>	
8. WORKING TITLE (Optional) <b>STATE CONSERVATIONIST</b>								7. GRADE <b>14/15</b>			
<b>OFFICIAL</b>								9. INCUMBENT (Optional)			
10. TITLE <b>STATE CONSERVATIONIST</b>											
11. PP <b>GS</b>		12. SERIES <b>301</b>		13. FUNC		14. GRADE <b>14/15</b>		15. DATE Month Day Year		16. I/A <input type="checkbox"/> Yes <input type="checkbox"/> No	
17. CLASSIFIER											
<b>8. ORGANIZATIONAL STRUCTURE (Agency/Bureau)</b>											
1st		<b>United States Department of Agriculture</b>						5th			
2nd		<b>Natural Resources Conservation Service</b>						6th			
3rd		<b>State Conservationist</b>						7th			
4th								8th			
<b>SUPERVISOR'S CERTIFICATION</b>											
I certify that this is an accurate statement of the major duties and responsibilities of the position and its organizational relationships and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds and that false or misleading statements may constitute violations of such statute or their implementing regulations.											
19. SUPERVISOR'S SIGNATURE						20. DATE		22. SECOND LEVEL SUPERVISOR'S SIGNATURE			
21. SUPERVISOR'S NAME AND TITLE						23. DATE					
						24. SECOND LEVEL SUPERVISOR'S NAME AND TITLE					
<b>FACTOR EVALUATION SYSTEM</b>											
FACTOR		25. FLD/BMK		26. POINTS		FACTOR		25. FLD/BMK		26. POINTS	
1. Program Scope and Effect		<b>FL 1-3</b>		<b>550</b>		6. Other Conditions		<b>FL 6-5</b>		<b>1225</b>	
2. Organizational Setting		<b>FL 2-3</b>		<b>350</b>							
3. Spvry. & Managerial Auth.		<b>FL 3-3</b>		<b>775</b>							
4. Personal Contacts A Nature of Contacts B		<b>FL 4A-2,4B-3</b>		<b>175</b>							
5. Difficulty of Work Directed		<b>FL 5-7</b>		<b>930</b>		<b>27. TOTAL POINTS ←</b>				<b>4005</b>	
<b>28. GRADE ←</b>										<b>14</b>	
<b>CLASSIFICATION CERTIFICATION</b>											
I certify that this position has been classified as required by Title 5, US Code, in conformance with standards published by the OPM or, if no published standard applies directly, consistently with the most applicable published standards.											
29. SIGNATURE 										30. DATE <b>04/01/2008</b>	
31. NAME AND TITLE <b>Darlene Locke, Human Resources Specialist, HRMD-Employment and Classification Team</b>											
32. REMARKS: <b>State Conservationist GS-14/15, STATEMENT OF DIFFERENCES - (Not valid unless target job description is attached)</b>								33. OPM CERTIFICATION NUMBER			
<b>Standards Used - JFS PROFESSIONAL &amp; ADMIN WORK ACCOUNTING &amp; BUDGET GROUP, DATED DEC 2000 and OPM GENERAL SCHEDULE SUPERVISORY GUIDE, TS-123, APR 98</b>											
<b>FLSA - Exempt</b>											

**MASTER RECORD/INDIVIDUAL POSITION DATA**  
THIS SIDE TO BE COMPLETED BY THE CLASSIFIER

**A. KEY DATA**

1. FUNCTION (1)	2. DEPT CD. /AGCY-BUR-CD. (4)	3. SON (4)	4. MR. NO. (6)	5. GRADE (2)	6. IP NO. (8)
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**B. MASTER RECORD**

1. PAY PLAN (2)	2. OCC. SERIES (4)	3. OCC. FUNC. CD. (2)	4. OFF. TITLE CD. (5)	5. OFFICIAL TITLE (38)
6. HQ. FLD. CD. (1) 1 = HQ 2 = FLD	7. SUP. CD. (1) 1 = Sup. SGEG 3 = Mgr. SGEG 4 = Sup. CSRA 5 = Mgmt. CSRA 6 = Leader LGEG 8 = All Others	8. CLASS STD. CD. (1) X = New Standard Applied Blank = NA	9. INTERDIS. CD. (1) N = No Y = Interdis	10. DT CLASS (6) MO DAY YEAR
11. EARLY RET. CD. (1) 1 = Primary 2 = Secondary 3 = Foreign Svc. Blank = NA	12. INACT/ACT (1) I = Inactive A = Active	13. DT. ABOL. (6) MO DAY YEAR	14. DT. INACT/REACT (6) MO DAY YEAR	15. AGENCY USE (10)
16. INTERDISCIPLINARY SERIES (40) (4) Per Block				
17. INTERDISCIPLINARY TITLE CODE (50) (5) Per Block				

**C. INDIVIDUAL POSITION**

1. FLSA CD. (1) E = Exempt N = Nonexempt	2. FIN. DIS. REQ. (1) 0 = None 1 = CD 219 2 = CD 220 3 = SF 278 4 = AD 392 5 = SF 849	3. POS. SCHED. (1) A = Sched A B = Sched B C = Sched C 0 = Excepted but not A,B,C.	4. POS. SENS. (1) 0 = Nonsensitive 1 = Noncritical 2 = Critical Sense	5. COMP. LEV. (4)
6. WK. TITLE CODE (4)	7. WK. TITLE (38)			
8. ORG. STR. CODE (18) 1st 2nd 3rd 4th 5th 6th 7th 8th	9. VAC REV CODE (1) 0 = Position Action No Vacancy A = No Change B = Lower Grade C = Higher Grade D = Different title and/or series E = New Position/New FTE			
10. TARGET GD.	11. LANG. REQ. (2)	12. PROJ. DTY. IND. (1) Blank = NA Y = Yes	13. DUTY STATION (9) State (2) City (4) County (3)	14. BUS. CD. (4)
15. DT. LST. AUDIT (6) MO DAY YEAR		16. PAS. IND. (1) Blank=NA 1 = PAS	17. DATE EST. MO DAY YEAR	
18. GD. BASIS. IND (1) 1 = Rev. when vacant 2 = Impact of Person 3 = Sup./SGEG 4 = Sup./Program 5 = RGE 6 = Policy Analysis G E G 7 = Equipment Devel. Guide 8 = Agency Use 9 = Agency Use ALPHAS = Agency Use		19. DT.REQ. REC. (6) MO DAY YEAR	20. NTE. DT. (6) MO DAY YEAR	21. POS.ST. BUD (1) Y = Perm N = Other
22. MAIN. REV./CLASS.ACT. CD. (2) (1st Digit = Activity and 2nd Digit = Results)				
<b>Normal Act</b> 1 = Desk Audit 2 = Sup. Audit 3 = Paper Rev. 4 = PME/Activity Rev.		<b>Maintenance Review Act</b> 5 = Desk Audit 6 = Sup. Audit 7 = Paper Rev. 8 = Panel Rev.		<b>Results</b> 1 = No Action Req. 2 = Minor PD Change 3 = New PD Req. 4 = Title Change 5 = Series Change 6 = Pos. Upgrade 7 = Pos. Downgrade 8 = New Pos. 9 = Other
23. DATE EMP. ASGN. (6) MO DAY YEAR	24. DATE ABOL. (6) MO DAY YEAR	25. INACT/ACT(1) I = Inact. A = Act.	26. DATE INACT/REACT (6) MO DAY YEAR	27. ACCTG. STAT. (4)
28. INT. ASGN. SER. (4)		29. AGENCY USE (8)		
30. CLASSIFIER'S SIGNATURE				31. DATE
32. REMARKS <b>State Conservationist GS-14/15, STATEMENT OF DIFFERENCES - (Not valid unless target job description is attached)</b>				

**STANDARD POSITION DESCRIPTION  
STATEMENT OF DIFFERENCES  
(Not valid unless target job description is attached)**

**Official Title:** State Conservationist  
**Working Title:** State Conservationist  
**Classification:** GS-301-14/15  
**Number:** NHQSTC1415

**Date:** April 2, 2008  
**Classified by:** NHQ  
**Location:** State Office

**Note:** This is a standard position description and can not be modified without the approval from the Human Resources Management Division, Employment & Classification Team. This position is being modified to include a GS-14 developmental grade level. Attached is the target grade position description that was classified on November 16, 2004, by John Gledhill, HRS, Employment and Classification Team.

**INTRODUCTION**

This is a developmental position designed to prepare the incumbent to assume the full scope of the target position, State Conservationist, GS-0301-15 (Attached). The position is essentially the same as the target position. The supervisor assigns tasks and responsibilities, limitations, expected outcomes, deadlines, and priorities. The incumbent is responsible for the management, leadership, and direction of all administrative and technical functions involved in planning, organizing, and implementing a comprehensive soil, water and resource conservation and development program for the state. The incumbent is under the supervision of the Regional Assistant Chief. As a GS-14, the incumbent will perform developmental assignments under supervision closer than normal until proficiency is demonstrated.

Incumbent may be non-competitively promoted to the target position upon: 1) demonstrating the capacity to perform the full range of duties at the target level satisfactorily; 2) meeting all legal and regulatory requirements; 3) certification by management that the target position still exists; and 4) recommendation by the supervisor.

**Performs other duties as assigned.**

**CONDITION OF EMPLOYMENT** – Must possess and maintain a valid state motor vehicle operator's license for the type of vehicle(s) operated to perform the duties of this position. This may require the operation of a motor vehicle in both public and private roads during daylight hours and occasionally after dark.

**EVALUATION FACTORS**

The following factors of the target job description are modified:

**Factor 4: Personal Contacts**

**A. Nature of Contacts:**

Level 4A-3, 75 points

Contacts are with professional and technical personnel both within and outside the agency, such as executives from other Federal, State, county and municipal agencies, members of

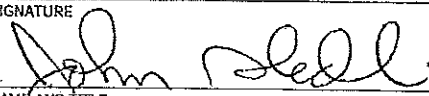
conservation boards, representatives of tribal bodies, congressional committees, college and university presidents, RC&D councils, professional groups, private agencies, local citizens groups, etc.

**B. Purpose of Contacts:**

Level 4B-3, 100 points

The purpose is to influence, motivate and persuade persons and groups to accept new policies and procedures, stimulate interest and participation in the soil and water conservation program, resolve conflicts, negotiate agreements involving sensitive issues of a far-reaching nature, develop compromises or alternatives on controversial soil and water conservation issues that involve legislative or program changes involving commitment of major resources.

**This position is determined to be exempt from the provisions in the FLSA as defined in 5 CFR 551.204.**

REASON FOR THIS POSITION										POSITION DESCRIPTION COVER SHEET			
1. NEW <input type="checkbox"/>		2. IDENTICAL ADDITION TO THE ESTABLISHED PD NUMBER			3. REPLACES PD NUMBER <div style="text-align: center;"><input checked="" type="checkbox"/> X</div>								
<b>RECOMMENDED</b>													
4. TITLE STATE CONSERVATIONIST								5. PAY PLAN GS		6. SERIES 0301		7. GRADE 15	
8. WORKING TITLE (Optional) STATE CONSERVATIONIST								9. INCUMBENT (Optional)					
<b>OFFICIAL</b>													
10. TITLE STATE CONSERVATIONIST													
11. PP GS		12. SERIES 0301		13. FUNC		14. GRADE 15		15. DATE MONTH DAY YEAR 11/16/04			16. I/A <div style="text-align: center;">Yes <input type="checkbox"/> No <input type="checkbox"/></div>		17. CLASSIFIER John Gledhill, HRS
18. ORGANIZATIONAL STRUCTURE (Agency/Bureau)													
1st United States Department of Agriculture								5th					
2nd Natural Resources Conservation Service								6th					
3rd								7th					
4th								8th					
<b>SUPERVISOR'S CERTIFICATION</b>													
I certify that this is an accurate statement of the major duties and responsibilities of the position and its organizational relationships and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds and that false or misleading statements may constitute violations of such statute or their implementing regulations.													
19. SUPERVISOR'S SIGNATURE								20. DATE		22. SECOND LEVEL SUPERVISOR'S SIGNATURE			23. DATE
21. SUPERVISOR'S NAME AND TITLE								24. SECOND LEVEL SUPERVISOR'S NAME AND TITLE					
<b>FACTOR EVALUATION SYSTEM</b>													
FACTOR		25. FLD / BMK		26. POINTS		FACTOR		25. FLD / BMK		26. POINTS			
1. Knowledge Required						6. Personal Contacts							
2. Supervisory Controls						7. Purpose of Contacts							
3. Guidelines						8. Physical Demands							
4. Complexity						9. Work Environment							
5. Scope and Effect						27. TOTAL POINTS ▶				27. 0			
										28. GRADE ▶		28.	
<b>CLASSIFICATION CERTIFICATION</b>													
I certify that this position has been classified as required by Title 5, US Code, in conformance with standards published by the OPM or, if no published standard applies directly, consistently with the most applicable published standards.													
29. SIGNATURE 								30. DATE 11/16/04					
31. NAME AND TITLE John Gledhill, HRS, Employment, Classification, and Benefits Team, HRMD, Washington, D.C.													
32. REMARKS Position is FLSA Exempt.										33. OPM CERTIFICATION NUMBER			

## STANDARD POSITION DESCRIPTION

**Official Title:** State Conservationist  
**Working Title:** State Conservationist  
**Classification:** GS-301-14/15  
**Number:** NHQSTC1415

**Date:** April 2, 2008  
**Classified by:** NHQ  
**Location:** State Office

### **INTRODUCTION**

The incumbent is responsible for the management, leadership, and direction of all administrative and technical functions involved in planning, organizing, and implementing a comprehensive soil, water and resource conservation and development program for the state. The incumbent is under the supervision of the Regional Assistant Chief.

### **MAJOR DUTIES AND RESPONSIBILITIES**

- a. Within the framework of broad national policies, provides overall leadership, including quality management; establishes state policy, standards, and procedures; and directs all phases of a complete soil, water, and resource conservation program, including implementation of the conservation titles of the Food Security Act and Farm Bill.
- b. Manages the implementation of a system of quality control including program and functional inspections and reviews to evaluate effectiveness of program planning and work accomplished, and to determine adherence to policy standards.
- c. Directs an administrative program including a comprehensive personnel management program, financial planning and management, equipment and property management, construction contracting, procurement and supply, space management, records management, and communications.
- d. Responsible for an information program designed to market the agency and keep the public informed of Service goals and accomplishments and to stimulate interest and participation in the soil and water conservation program.
- e. objectives, time tables, and plans of operation to best utilize all available resources and facilities.
- f. Initiates and provides leadership for special studies to improve all phases of operations, including manpower utilization, position management, cost reduction, etc , and reports on results for adoption and coordination with similar studies made elsewhere in the Service.
- g. Analyzes research needs, arranges with State agencies for necessary research, evaluates results, adopts findings, and otherwise provides for full utilization of the latest technical and scientific data in the field of soil and water conservation and resource development.
- h. Serves as a consultant and advisor to the Chief, Associate Chief, and Regional Assistant Chief in developing and improving Service-wide policies and procedures; serves on various

committees, study groups, task forces, etc. as assigned by the Chief and Secretary of Agriculture.

i. Provides leadership and guidance for the understanding and application of personnel rules and regulations as they apply to the Equal Employment Opportunity and Affirmative Employment Programs to ensure their integration into recruitment, hiring, promotion, training, career development (including varied work assignments, details, and special developmental assignments), separations, grievances, and other personnel actions. Emphasizes meeting the objectives of equal opportunity and affirmative employment plans and requirements. Ensures that these functions are carried out without regard to race, color, national origin, religion, sex, age, or physical or mental handicap.

j. Provides leadership and guidance in the design, development, and maintenance of administrative procedures to assure that delivery of NRCS programs and services are carried out without regard to race, color, national origin, religion, sex, age, or physical or mental handicap. Reviews the implementation of civil rights policies to determine that they are translated into appropriate actions consistent with annual plans of operations in all units under their supervision, as well as by recipients.

k. Seeks out, coordinates and maintains relationships and serves as primary spokesperson with a wide range of leaders in both private and public entities to ensure that agency mission and programs are widely understood and common goals are fostered. Maintains extensive contacts and coordinates Service programs with other Federal agencies, State and local government officials, public and private agencies, and other groups and individuals. When serving as Chairperson, acts as the department spokesperson on those matters concerning the Food and Agriculture Council (FAC) including rural development, protection of agricultural lands, emergency preparedness, and administrative matters. Must be able to speak with authority and accurately represent the Department of Agriculture and the Natural Resources Conservation Service on agricultural issues, policies, programs, and administrative concerns.

### **Supervision Received**

General guidance and direction is provided by the Regional Assistant Chief. Accomplishments are reviewed through regular reporting systems, program and functional inspections by National Headquarters. The supervisor visits periodically to assist with special problems, review processes, and provide an avenue of communication with the Chief.

### **Factor 1: Program Scope and Effect**

Level 1-3, 550 points

Directs an entire state program that performs technical, administrative and professional work in the implementation of a comprehensive soil, water and resource conservation and development program. Services directly affect programs of county soil and water conservation district boards, watershed sub-district boards, county courts, and other Federal and State agencies. Work is typically directly related to the achievement of principle agency mission and may contribute to the development of legislation for national soil and water conservation programs or amendments.

### **Factor 2: Organizational Setting**

Level 2-3, 350 points

This position reports to the Regional Assistant Chief (RAC) which is an SES level position.

**Factor 3: Supervisory and Managerial Responsibilities Exercised**

Level 3-3, 775 points

Exercises all of the delegated supervisory authorities and responsibilities described at lower levels such as supervising a large workforce through subordinate supervisors, making decisions on work problems, coordinating work with other units, evaluating performance, making selections for positions, hearing and resolving complaints and grievances, reviewing and approving serious disciplinary actions, approving all training within the state, approving awards for non-supervisory personnel, promote team building and quality management, etc. In addition, through strategic planning, develops immediate and long-range objectives, time tables and plans of operations to best utilize all available resources and facilities. Exercises authority to approve, allocate, and distribute funds in the state budget. This may involve re-distribution of staff, equipment, office space, travel and funds in order to accomplish state objectives, goals and agency mission.

Exercises final authority for the full range of personnel actions and organizational design proposals recommended by subordinate supervisors.

**Factor 4: Personal Contacts****A. Nature of Contacts:**

Level 4A-4, 100 points

Contacts include Agency officials at all levels including senior personnel, senior officials at other Federal agencies and State offices, members of private organizations, heads of companies/firms, senior congressional staff, State agricultural commissions, members of the agricultural/farming community, tribal leaders, and senior officials from other Federal agencies.

**B. Purpose of Contacts:**

Level 4B-4, 125 points

The contacts are for the purpose of supervising the subordinate staff, resolving problems, justifying work decisions, and coordinating program activities. Contacts with senior State officials and State agricultural commissions include influencing efforts and developing strategies to obtain maximum benefits in cost-sharing programs and/or to receive state funding to supplement Federal programs.

**Factor 5: Difficulty of Typical Work Directed**

Level 5-7, 930 points

The base level of work which best characterizes the nature of the basic non-supervisory work is GS-12. This constitutes 25% or more of the workload of the organization.

**Factor 6: Other Conditions**

Level 6-5, 1225 points

This position has responsibility for administrative supervision for an entire state staff. This involves both direct and indirect supervision of employees in State, area, and field offices in various professional series (e.g., Soil Conservationists, Engineers, Soil Scientists, etc.). The incumbent is often required to review and adjust statewide objectives and goals as a result of changes in legislation, budget or agency priorities. This involves changes in long-range goals, plans and objectives as well as changes in organizational structure which has a major impact on



the entire state's program. Decisions and recommendations at this level have a long-range effect on the administration of key agency programs and on the goals of major public and private conservation organizations.

## **EVALUATION STATEMENT**

### **STATE CONSERVATIONIST**

**GS-0301-15**

**USDA – NRCS**

#### **INTRODUCTION**

The incumbent is responsible for the management, leadership, and direction of all administrative and technical functions involved in planning, organizing, and implementing a comprehensive soil, water and resource conservation and development program for the state. The incumbent is under the supervision of the Regional Assistant Chief.

#### **SERIES AND TITLE DETERMINATION:**

The primary duties of this position are to provide overall leadership, including quality management, and direct all phases of a complete soil, water, and resource conservation program; manage the implementation of a system of quality control including program and functional inspections and reviews to evaluate effectiveness of program planning and work accomplished, and to determine adherence to policy standards; Direct an administrative program including a comprehensive personnel management program, financial planning and management, equipment and property management, construction contracting, procurement and supply, space management, records management, and communications; direct an information program designed to market the agency and keep the public informed of Service goals and accomplishments; and establish guidelines for strategic planning which results in immediate and long-range objectives, time tables, and plans of operation. This position is managerial and administrative in nature, and has duties and responsibilities covering a wide range of areas, therefore, it most closely matches the series definition for the GS-0301, Miscellaneous Administration and Program series. This series includes positions the duties of which are to perform, supervise, or manage non-professional, two-grade interval work for which no other series is appropriate. The work requires analytical ability, judgment, discretion, and knowledge of a substantial body of administrative or program principles, concepts, policies, and objectives. No titles are specified for positions classified in this series, therefore the official title assigned to this position is State Conservationist.

#### **GRADE LEVEL DETERMINATION:**

As this position has been designated as supervisory, the General Schedule Supervisory Guide (GSSG) is appropriate for use in classifying this position. The GSSG employs a factor-point evaluation method which assesses 1) Program Scope and Effect; 2) Organizational Setting; 3) Supervisory and Managerial Authority Exercised; 4) Personal Contacts; 5) Difficulty of Typical Work directed; and 6) Other Conditions. A factor-by-factor analysis follows:

**UNITED STATES DEPARTMENT OF AGRICULTURE**

**POSITION EVALUATION SUMMARY**  
**GENERAL SCHEDULE SUPERVISORY GUIDE**

<b>Agency/Organization:</b>  USDA – NRCS State Conservationists Office	<b>Official Title:</b>
	State Conservationist
	<b>Org. Title:</b>
	State Conservationist
	<b>Pay Plan/Series/Grade:</b>
	GS-0301-15

FACTOR	LEVEL	POINTS	REMARKS
1. Program Scope & Effect	1-3	550	
2. Organizational Setting	2-3	350	
3. Supervisory & Managerial Auth.	3-3	775	
4. Contacts: A. Nature B. Purpose	4A-4	100	
	4B-4	125	
5. Difficulty of Base Work	5-7	930	
6. Other Conditions	6-5	1225	

S U M M A R Y	<u>Total Points</u>	4055	<u>Date</u>  November 16, 2004
	<u>Grade Conversion</u>	GS-15	
	<u>Adjustment Factor Applied</u>  Yes ____ No <u>X</u>		<u>Signature</u>  /s/ John Gledhill, HRS, Employment/Class. Team/HRMD